

## Human Resource Development Contributes to Ensuring Social Security in the Northern Midlands and Mountainous Region

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**Abstract:** The Northern Midlands and Mountains are one of the 6 economic regions of the country. The country's renovation has brought many important economic and social achievements, including strengthening the social security policy system. However, over the past, the social security policy system has also revealed many shortcomings that need improvement. The paper focuses on the analysis of the workforce in the Northern Midlands and Mountains and offers solutions and recommendations for human resource development to meet social security goals. The author proposes two main groups of solutions based on the current situation.

**Keywords:** Human resource development, social security, Northern Midlands and Mountains.

### INTRODUCTION

The Northern Midlands and Mountains remain the poorest and most disadvantaged regions of the country. Low per capita income, and high poverty rate, especially in ethnic minority areas. Many cultural and social indicators are lower than the national average. The economic scale of the region is small, the economic structure is not modern; the development of localities in the region is uneven. To improve the quality of life, and ensure social security for people, in addition to having solutions to improve the quality of life, it is necessary to train workers to improve social security and their families. To implement these solutions, the Northern Midlands and Mountainous Region need to focus on developing such available human resources to develop sustainably, creating a solid foundation for ensuring social security.

### LITERATURE REVIEW

Based on the Government's Resolution No. 52/NQ-CP dated June 15, 2016, on promoting the development of human resources of ethnic minorities from 2016 to 2020, oriented to 2030, localities in the Northwest region need to strengthen close coordination among educational and training institutions, scientific organizations, technology with the mass media to propagate guidelines, policies, and laws on human resource development. Improve training capacity, consulting, and vocational training activities, and create conditions for ethnic minority students to choose suitable professions. Organize propaganda for people to understand the orientations and goals of socio-economic development of the whole region and each locality. Raise awareness of all levels, sectors, cadres, civil servants, public employees, and people about the role of human resource development for economic development, strengthening national defense and security; the

role of vocational training in socio-economic development.

Implementation of Resolution No. 52/NQ-CP; The national target program for socio-economic development of ethnic minority and mountainous areas in the period of 2021 - 2030 in the spirit of Resolution No. 88/2019/QH14 of the National Assembly, localities in the Northwest region need to have specific and appropriate plans and solutions to well implement the arrangement, training and employing ethnic minority cadres and civil servants. For ethnic minority students, trained according to the recruitment system at universities, colleges, and professional secondary schools throughout the country, after completing the course, it is necessary to arrange jobs reasonably by training expertise. In addition, it is essential to focus on retraining grassroots staff who are ethnic minorities to ensure that professional requirements are met in the new situation.

The Resolution of the XVIIIth Congress of the Party identified human resource development as one of 3 strategic breakthroughs to realize the country's development goals in the coming time. Over the past years, our Party and State have had many guidelines and policies to invest in, develop education, train, and foster human resources for areas with large numbers of ethnic minorities in general and the Northwest region in particular, and have achieved many important results. However, the quality of human resources for ethnic minorities in the Northwest region is still low compared to the general level of the country, there is a need for strategic solutions to develop the human resources of this important region.

## RESEARCH PROCEDURE

Theoretical research works are related to the research content of domestic and foreign individuals and organizations.

Policies, documents, and regulations/legal regulations directly and related to human resource development contribute to ensuring social security in the Northern Midlands and Mountains region.

Reports of research results and statistics on human resource development contribute to ensuring social security in Northern Midlands and Mountains region.

This method is aimed at the implementation of several goals: Analyze, clarify and complete some contents of reasoning based on studying different perspectives of different scientists and organizations, thereby drawing common and different points of research problems.

Analyze mechanisms and policies related to the development of human resources, contributing to ensuring social security in the Northern Midlands and Mountains region.

## FINDINGS AND DISCUSSION

### Some Arguments on Human Resource Development to Ensure Social Security

**Human Resources:** is considered in two aspects. Firstly, in the sense of the origin where human resources arise, human resources are located within the person himself, which is also the fundamental difference between human resources and other resources. Secondly, human resources are understood as the totality of the resources of each human being, as a resource of the development process, human resources are human resources capable of creating wealth, material and spiritual for society expressed in certain quantities and qualities at a given time. (Le Thanh Ha, 2012)

*According to the author's approach, human resources are the quantity and quality of human beings including physical strength, mental capacity, and mental resources involved in creating material and spiritual wealth for society in the present as well as in the future.*

### Human Resource Development:

Human resource development is an investment activity aimed at creating human resources in quantity and quality to meet the needs of the country's socioeconomic development while ensuring the development of each individual (Bui Thi Thanh, 2005).

According to the ILO (2011), "Human resource development implies not only the occupation of skills but also capacity development, which makes it necessary for people to use that capacity to achieve effective employment as well as to satisfy their careers and personal lives." Therefore, human resource development must be carried out on all three aspects: personality development, physical development, and at the same time creating a favorable social environment for human resources development.

The author recognizes human resource development as activities to improve human resource qualifications and skills, through education and training programs to create excellent human resources, ensuring quantity and quality to meet socio-economic development goals and orientations.

### *Contents of Human Resource Development to Ensure Social Security*

Social security is a system of policies and programs implemented by the State and social forces to ensure that all people have at least a minimum level of income and access to basic social services, essential, such as education, health, housing, clean water, information,... through the improvement of people's self-security capacity and the support of the State. Building a diverse and comprehensive social security system, gradually expanding coverage, and sharing between the State, society, and people, between population groups in a generation and between generations is the destination of countries around the world. Accordingly, the social security policy should focus on 4 main contents as follows:

*Firstly*, enhancing employment opportunities, ensuring minimum incomes, and sustainable poverty reduction for vulnerable workers through supporting individuals and households to develop production, credit support, job creation, and labor market information connectivity.

*Secondly*, expand opportunities for employees to participate in the system of social insurance and unemployment insurance policies to proactively cope when income is reduced or lost due to risks, illnesses, labor accidents, and old age.

*Thirdly*, regular support for people with specific circumstances and unscheduled support for people when encountering unforeseen or uncontrollable risks (crop failure, natural disasters, earthquakes, wars, poverty,...) through cash and in-kind funds guaranteed by the state budget.

Fourthly, increase people's access to basic social service systems, such as education, health, housing, water and sanitation, and information.

Human resource development in general and human resource development to ensure social security, in particular, include: streamlining the scale, and human resource structure and improving the quality of human resources. In particular, developing human resources in terms of quality (on all 3 aspects of physical strength, mind, and mental capacity) is an important content.

**Overview of the Northern Midlands and Mountains Region**

The Northern Midlands and Mountainous Region consists of 14 provinces directly located in the region and 21 districts, 1 town in the west of Thanh Hoa and Nghe An provinces, bordering the north by China, the west by Upper Laos, the east by the Red River Delta, the south by the North Central with a total area of about 116,898 km<sup>2</sup>, accounting for 35% of the natural area of the country. This is a strategically important area in terms of politics, economy, culture, society, defense, security, and foreign affairs of the whole country, which is the gateway to the West and North of the country.

At the same time, it is also a region with many potentials and advantages for sustainable development with many types of resources, rare minerals, a large area of hills and forests, majestic and beautiful natural landscapes, and many unique cultural heritages of ethnic minorities to develop tourism and protect the ecological environment.

The Midlands and Northern Mountains are areas with difficult, erratic climates, frequent rainstorms, severe colds, and flash floods that make transportation difficult, affecting the transportation and production of people. Moreover, due to the indiscriminate exploitation of forest resources, forests are increasingly depleted, leading to erosion, landslides, and flash floods.

+ Agriculture: The Midlands and Northern Mountains can grow many types of fruit trees such as anise, cinnamon, coffee ... with crops such as rice, corn and there are many famous products such as tea, moc Chau...

+ Livestock: The Midlands and Northern Mountains mostly raise animals such as buffaloes, cows, pigs, shrimp, and fish in brackish and coastal salt water. However, due to the geographical location, livestock activities face many difficulties.

+ Services in the Midlands and Northern Mountains are increasingly developing due to cooperation with many large countries, in the Midlands and Mountainous Areas of the North have the strength of natural tourism with many famous tourist destinations.

+ Industry in the Midlands and Northern Mountains focuses on mining and hydropower.

**The Current Situation of Human Resources in the Northern Midlands and Mountains Region**  
*The Scale of Human Resources*

**Table 1:** Number and structure of labor force by gender and region

	Year		
	2019	2020	2021
<b>Total (People)</b>	<b>12.532.866</b>	<b>13.853.190</b>	<b>14.567.893</b>
Male	6.293.578	6.938.933	7.363.521
Female	6.239.288	6.914.257	7.204.372
<b>Urban</b>	<b>2.282.809</b>	<b>2.942.971</b>	3.142.971
Male	1.114.608	1.445.608	1.445.608
Female	1.168.201	1.497.363	1.697.363
<b>Rural</b>	<b>10.250.057</b>	<b>10.910.219</b>	11.424.922
Male	5.178.970	5.698.249	5.698.249
Female	5.071.087	5.211.970	5.726.673
<b>Structure (%)</b>			
Urban	18,21	21,24	21,57
Rural	81,78	78,76	78,43
Male	50,22	50,09	50,55
Female	49,78	49,91	49,45

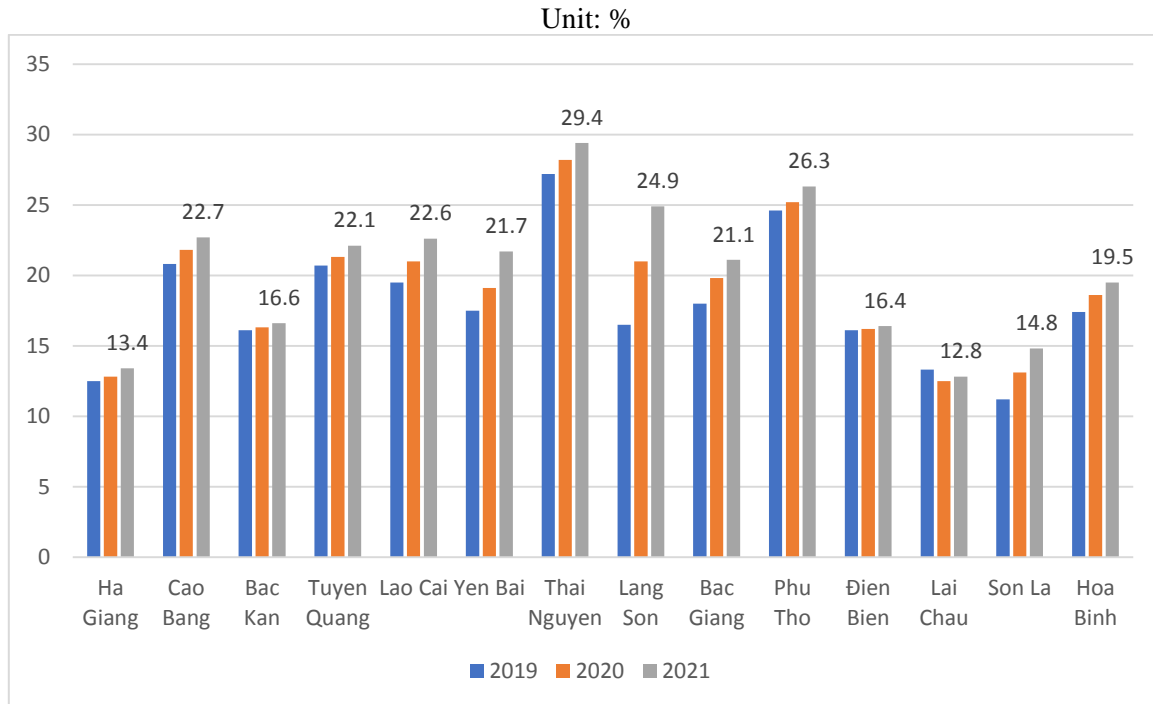
**Source:** General Statistics Office (2021), and synthesis of the author's research 2021

**Quality of Human Resources**

According to the latest statistics of the General Statistics Office (2021), the labor force of 15 years old and above in the provinces in the Midlands and Northern Mountains is more than 7.4 million

people ( accounting for 13.9% of the country's labor), concentrated mainly in rural areas; the rate of underemployed workers aged 15 and over is about 2.1%, the unemployment rate is 0.8%.

**Table 2:** Proportion of employees aged 15 and over who have been trained in the northern midlands and mountainous areas



**Source:** Survey results collecting information on the socio-economic situation of 53 ethnic minorities, General Statistics Office 2019; synthesis of author's research, 2021

In the northern midlands and mountains, 78.44% of the population aged 15 and over are engaged in farming and simple trades, while only 6.26% are engaged in occupations with high and medium technical expertise; the North Central and Central Coast regions were 64.81% and 7.31% respectively; The Central Highlands were 76.33% and 5.93%. Human resources of working age in

newly trained ethnic minority areas reached 10.5% (compared to the whole country's 25%), while untrained accounted for a huge proportion of 89.5%; human resources in ethnic minority and mountainous areas with university degrees reached 2.8%, particularly ethnic minorities accounted for about 1.1% (4 times lower than the whole country).

**Table 3:** Qualifications of employees, 2019 – 2021

Unit: %

	Year		
	2019	2020	2021
Untrained	82	79.67	78
Vocational training at all levels	8,1	9,2	10,45
Colleges and universities	9,5	10,8	11,16
Postgraduate	0,3	0,33	0,39
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Source:** Source: General Statistics Office (2021), and synthesis of the author's research 2021

Currently, the life of people in the northern midlands and mountains is still difficult. The

proportion of poor households with multidimensional access varies across regions. In

2020, and 2021 the Northern Midlands and Mountainous regions have the highest poverty rate (14.4%), (12.4%) followed by the Central

Highlands, North and South Central Coast (10% and 5.6%). The region with the lowest poverty rate is the Southeast (0.2%).

**Table 4:** Multidimensional poverty rate by urban, rural, and regional  
Unit: %

	2018	2019	2020	2021
<b>Total</b>	<b>6,8</b>	<b>5,7</b>	<b>4,8</b>	<b>4.5</b>
<b>Classification by urban and rural areas</b>				
Urban	1,5	1,2	1,1	1.0
Rural	9,6	8	7,1	6.2
<b>Classification by regions</b>				
Red River Delta	1,9	1,6	1,3	1.0
Northern Midlands and Mountains	18,4	16,4	14,4	12.4
North and South Central Coast	8,7	7,4	6,5	5.6
Central Highlands	13,9	12,4	11	10.1
Southeast	0,6	0,5	0,3	0.2
Mekong Delta	5,8	4,8	4,2	3.7

**Source:** General Statistics Office 2021, VHLSS 2020 and author's research

Up to now, the state has also provided much support to create jobs for workers in the region. Specifically, according to a report of the Socialist Bank of Vietnam, in the first 6 months of 2020, the total loan capital for job creation of 14 provinces in Northern Midlands and Mountains is nearly VND 2,500 billion (accounting for about 8.7% of the country). The capital from the National Employment Fund is more than 967 billion VND, of the Social Security Bank is more than 723 billion VND, and the local trust source through the Socialist Bank is more than 791 billion VND. In the first 9 months of 2020, the National Fund for Job Creation and mobilization of the Socialist Bank in 14 provinces in the northern midlands and mountainous areas has lent 11,122 projects; supporting, creating jobs, maintaining, and expanding jobs for nearly 40,000 workers.

**Solutions**

To develop human resources to ensure social security, accordingly, to effectively implement resolution No. 11-NQ/TW dated February 10, 2022, of the Politburo on the direction of socio-economic development and ensuring national defense and security in the midlands and mountainous areas of the North to 2030, with a vision to 2045, the Government requires to achieve specific targets until 2030 as follows:

From 2021 to 2030, regional GRDP growth will reach 8.0 – per 9.0%/year; By 2030, the regional economic scale will reach about VND 2,100 trillion (current prices), of which agriculture, forestry, and fishery account for about 12-13%, industry - construction accounts for 45-46%,

services account for 37-38%; GRDP per capita reaches 140 million VND/person/year (current price); total state budget revenue reached about VND 190 trillion. The urbanization rate is about 40%; 80% of communes meet new rural standards, of which 30% of communes meet new and improved rural standards; each province has at least 3 district-level divisions meeting the new rural standard.

The rate of trained workers reaches 65-70%; have degrees and certificates of 35-40%; the multidimensional poverty rate decreased by 2-3%/year. Reach 32 hospital beds per thousand people; 11 doctors per lakh people; 100% of communes, ward health stations prevent, manage, and treat several non-communicable diseases. The participation rate of health insurance reaches over 95% of the population. This is an extremely important factor for the successful development of the mountainous region. As analyzed, the Vietnamese government has a lot of policies and programs to support mountainous areas. But the results are often not what we expected. Today, almost all Vietnamese and foreign observers comment on the delay in finding a suitable development strategy and the patterns honed specifically to adapt to the special conditions of the mountainous region as the main reason why many development programs fail to achieve the set goals.

The most difficult problem is how to convey the ideas of "participatory rural development" or "decentralized planning processes" to agencies that can be implemented. Creating the right new

organizations and processes for development planning is always fraught with some trouble. Such a strategy must begin with a realistic assessment of the true development potential of the mountainous region.

On that basis the author makes some recommendations as follows:

**\* Recommendations to the State**

Firstly, it is necessary to innovate the management of rural human resource development. In particular, special attention is paid to improving the capacity and operational efficiency of the management apparatus on agricultural development. Delineate functions between state management and career activities. Strengthen decentralization, and improve the autonomy of vocational training institutions.

Secondly, implement the planning of the network of training institutions for agriculture and rural development nationwide, by the orientation of socio-economic development by region, and locality.

Thirdly, the renewal of training management goes hand in hand with the renewal of post-training recruitment. There are appropriate mechanisms for the development of agriculture according to the criteria of employment, income, labor safety, and working environment. Adopt policies to attract high-quality human resources, and at the same time encourage experienced artisans and farmers to participate in vocational training and transmission activities.

Fourthly, the State needs to support funding for training and developing human resources for localities to improve the quality of training to the needs of employers. Encourage training programs associated with the implementation of new rural development programs. In addition, it is necessary to increase investment capital in socio-economic infrastructure for disadvantaged areas.

Fifthly, it is recommended to expand the land lease term so that enterprises investing in agriculture can accumulate land, create large-scale farms producing agriculture, forestry, and fishery with mechanized conditions, apply science and technology, and create high-quality products.

**\* Recommendation to Local:**

Firstly, strengthen propaganda activities so that people and local authorities are aware of the importance of increasing skills for workers and improving education levels.

Secondly, it is necessary to have orientation, develop plans for training, and develop human resources according to vocational skills in each stage. Choose training programs to serve immediate and long-term requirements. Avoid movement training, do not solve the capacity required for workers through training.

Finally, create close links between local authorities and training institutions and businesses, to build highly effective training programs to meet the requirements of the labor market.

## CONCLUSION

Human resource development is one of the very important issues, the development associated with social security is the goal of localities in general and the northern midlands and mountains in particular. The development of human resources, thereby promoting general economic development and ensuring social security, is a very necessary task that is both urgent and has fundamental and long-term strategic significance. The article analyzed the current situation of human resource development associated with ensuring social security in the Northern Midlands and Mountainous Region, thereby proposing recommendations to well implement the local human resource development goals while ensuring social security in the future./.

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**Source of support:** Nil; **Conflict of interest:** Nil.

**Cite this article as:**

Thuy, P.T. and Giang, L.H. "Human Resource Development Contributes to Ensuring Social Security in the Northern Midlands and Mountainous Region." *Sarcouncil Journal of Economics and Business Management* 1.9 (2022): pp 1-7.